

Employer Public Report

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Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age; Other

Provide details: Sexual orientation and gender identity

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)



1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Sodexo has implemented a global strategy for gender equality to ensure women have equitable opportunities for advancement. This strategy underpins a range of initiatives in Australia, focusing on leadership, representation, education, and inclusive practices: •

Leading from the Top: Since 2009, Sodexo's gender equality efforts have centred on the SoTogether advisory board. This initiative includes employee-led gender network groups—comprising both women and men—who drive cultural and organisational change. • Supporting Women into Leadership: The SheLeads internal mentoring program is designed to identify, develop, and advance women into management and senior leadership roles, helping build a strong and sustainable talent pipeline. • Increasing Representation: SheWorks, an external job shadowing program, supports marginalised or underrepresented women—including women with disabilities or those seeking economic independence—by providing exposure to employment pathways within the industry and Sodexo. • Education and Upskilling: Sodexo runs dedicated traineeship and apprenticeship programs to empower women in trades and non-managerial roles. These initiatives focus on upskilling and professional development to help women transition into traditionally male-dominated, higher-wage roles—ultimately narrowing the gender pay gap. • Addressing Discrimination and Bias: Sodexo rigorously reviews its hiring and pay processes to eliminate conscious and unconscious bias. Initiatives such as mandatory Spirit of Inclusion training, Bystander Training, Reflect Respect campaigns, and other awareness programs aim to foster an inclusive, prejudice-free environment. •

Flexible Work Arrangements: Acknowledging the higher uptake of part-time roles by female employees, Sodexo maintains gender-neutral policies that support all employees with caregiving responsibilities. By promoting flexible work and leave for both men and women, the company is also helping shift cultural expectations around unpaid care. • Equitable Career and Care: To reduce pay disparities and enable more women to pursue full-time careers, Sodexo supports a gender-balanced workplace through family-friendly policies and paid parental leave. The company partners with gender equality experts Grace Papers to provide coaching for employees, encouraging a more equitable approach to career and caregiving responsibilities. Sodexo's commitment to gender equality is enduring. With a focus on transparency, targeted initiatives, and ongoing improvement, Sodexo aims to foster not only a fairer workplace but a more inclusive society where everyone can thrive.

Workplace overview

Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s' governing body.

Organisation: Ifm Services Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?



No

B. What is the name of your governing body?

Country Leadership Team

C. What type of governing body does this organisation have?

Management committee

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	5	8

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Succession planning for the governing body

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Country leadership. Board of Directors sits in France

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA



.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Disability and/or accessibility; Gender identity; Age

Organisation: Sodexo Australia Pty Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Country Leadership Team

.....

C. What type of governing body does this organisation have?

Management committee

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D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	5	8

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Selected value: Strategy

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E.1 Do the formal policies and/or formal strategies include any of following?

Succession planning for the governing body

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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other



Provide details: Country leadership. Board of Directors sits in France

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Aboriginal and/or Torres Strait Islander identity; Disability and/or accessibility; Gender identity; Age

Organisation: Sodexo Remote Sites Australia Pty. Limited

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

Country Leadership Team

C. What type of governing body does this organisation have?

Management committee

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	5	8

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



Yes

Selected value: Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Succession planning for the governing body

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

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Other

Provide details: Country leadership. Board of Directors sits in France

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Disability and/or accessibility; Gender identity; Age

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

We remain committed to advancing gender equality. As a world leader in Quality of Life services, we foster an open, inclusive culture where everyone can thrive. Our global gender balance strategy is a key driver in ensuring that both women and men have equal access to growth and opportunities in our workplace, and we are investing in a number of initiatives to accelerate the advancement of women and spark progress towards gender equality globally. Why? Because when women are empowered, we are all empowered, and achieving gender equality drives our performance and is critical to reaching a Better Tomorrow for our employees, our clients and consumers, and the communities we serve.



Action on gender equality

Gender pay gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To close the gender pay gap; Remuneration review processes without gender biases; Transparency about pay scales and salary bands; Managers being held accountable for gender pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 1-2 years

2.2c Did you take any actions as a result of your gender remuneration gap



analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the executive; Reviewed and implemented performance evaluation processes to ensure no gender bias; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews

2.4b Who did you consult?

ALL staff; Management; Employee representative group(s); Diversity committee or equivalent

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes



Strategy

2.6 If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Training on flexible working and remote/hybrid teams is provided to managers; All employees are surveyed on whether they have sufficient flexibility; The organisation’s approach to flexibility is integrated into client conversations; All team meetings are offered online

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	No	No
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.



Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid parental carers leave covers:

Primary: Birth; Adoption

Secondary: Birth; Adoption

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d Are all employees that receive employer-funded paid parental leave entitled



to the same number of weeks?

Primary:

Yes

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Entitlement: 14

Secondary:

Yes

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Entitlement: 2

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a minimum service period) before they can access employer-funded paid parental leave?

Primary: Yes a minimum service period is required

How long is the minimum service period (in months)?

12

Is the minimum service period the same as the probation period for new employees?

No

Secondary: Yes a minimum service period is required

How long is the minimum service period (in months)?

12

Is the minimum service period the same as the probation period for new employees?



No

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 12 months

4.1h Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)

Primary: Yes

Secondary: Yes

4.1i Do you pay superannuation contributions to your employees while they are on parental leave?

Primary: Yes, on employer funded parental leave

Secondary: Yes, on employer funded parental leave

4.2 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

With a mission to improve quality of life, Sodexo continually strives to empower employees to lead their best lives. Recognised by Family Friendly Workplaces, Sodexo now stands as an accredited 'Family Inclusive Workplace', with proven human resource practices and diversity, equity, and inclusion (DEI) policies that align with the National Work & Family Standards benchmark. Embracing a diverse workforce has always been an integral part of Sodexo's vision. We firmly believe that our strength lies in supporting our people across various stages of their lives, in their distinct roles and diverse careers, while promoting equal participation and respect for all at work. To adequately support our employees welcoming new family members, we have joined forces with workplace gender equality experts, Grace Papers. Their expertise guides us in continuously refining our policies and initiatives. In the last calendar



year, we were proud to see many of our male employees accessing parental leave. Evidence that our gender-neutral parental leave policy is effectively challenging gender stereotypes and further enabling parents to flexibly adopt or alter the primary caregiver role. Just as we understand that parental leave isn't a 'one size fits all' solution, we also know it requires flexibility to meet each family's unique needs.

Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Strategy

4.3a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

Provide details: Family & Domestic Violence

4.4 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes



Support mechanism	Answer
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

4.5 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sodexo is committed to creating an environment where employees can seamlessly balance their professional and personal lives. Every single person in our diverse workforce leads rich and expansive lives outside of their time 'on the clock' with us, so naturally it is important to make the accommodations and investment in a working environment that empowers them to be as present in their family lives as in their professional.



Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; Requirements relating to the frequency and nature of reporting to the governing body and management on sexual harassment; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The governing body	Yes		Yes	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people such as women, Aboriginal and Torres Strait Islander people, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction; More often than annually

Chief Executive Officer or equivalent

Yes

At staff inductions; When staff are promoted; Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy); More often than annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Change or develop new control measures; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations



5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

As required

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

Yes

As required

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

Global commitment: Sodexo and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers' Associations signed a joint declaration to prevent and combat domestic violence globally. Sodexo is the first company in its sector to sign this type of joint declaration with the IUF. Zero tolerance policy to gender-based violence and harassment; we have developed and implemented guidelines for workplace policies and procedures. We take a collective and collaborative approach with clients in the FIFO and mining industry to share our best practices in DE&I; we help address the issues and root causes of gender imbalance and inequality, often a precursor to GBV.

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy



5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A family and domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

No

How many days of paid family and domestic violence leave?

10

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

Yes

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.



